

**To:** Personal Email/Ex. 6  
**Cc:** aselle[aselle@blm.gov]; Rathke, David[Rathke.David@epa.gov]; Way, Steven[way.steven@epa.gov]  
**From:** The Lueys  
**Sent:** Thur 5/19/2016 8:16:37 PM  
**Subject:** Re: Employee Feedback

Tony:

Since Jack can't join the group, perhaps we'll wait and talk you into coming downtown in the next few weeks. I'll see how tomorrow goes, and maybe try to get out to Old Chicago - otherwise look forward to seeing you soon!

Cheers ==- Jim

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**From:** "Jack Hidinger" Personal Email/Ex. 6  
**To:** "Anthony Selle" <aselle@blm.gov>  
**Cc:** "The Lueys" Personal Email/Ex. 6 "David Rathke" <Rathke.David@epa.gov>, "Steven Way" <way.steven@epa.gov>  
**Sent:** Thursday, May 19, 2016 1:39:10 PM  
**Subject:** Re: Employee Feedback

Hi workers and retirees. I hope you are all well. Sorry, I can not join you on Friday.

On Thu, May 19, 2016 at 7:40 AM, Selle, Anthony <aselle@blm.gov> wrote:

Friday 4:30ish at Old Chicago's on Union (west of Fed center). Rathke and Way meeting me for a beer then (hopefully). I can be talked into coming downtown instead if you and Jack can join.  
-Tony

Tony Selle  
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On Wed, May 18, 2016 at 9:18 PM, The Lueys <fishmd@comcast.net> wrote:

Tony/David:

It certainly appears the Region 8 managers do care - I think David just needs to work " ... on creating a more welcoming and engaging environment for all employees ...". I would like to get together for a beer (or two ...) but am tied up on Thursday - any possibilities on Friday?

Cheers ==- Luey

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From: "Anthony Selle" <[aselle@blm.gov](mailto:aselle@blm.gov)>  
To: "David Rathke" <[Rathke.David@epa.gov](mailto:Rathke.David@epa.gov)>  
Cc: "JIM LUEY" <[REDACTED] Personal Email/Ex. 6>  
"JACK HIDINGER" <[jhidinge@gmail.com](mailto:jhidinge@gmail.com)>  
Sent: Tuesday, May 17, 2016 3:43:40 PM  
Subject: Re: FW: Employee Feedback

See, your managers do care!  
Beer thurs or friday?

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On Tue, May 17, 2016 at 2:35 PM, Rathke, David <[Rathke.David@epa.gov](mailto:Rathke.David@epa.gov)> wrote:

MORE GREAT NEWS -

From: McGrath, Shaun  
Sent: Thursday, May 12, 2016 4:00 PM  
To: R8 All Employee <[R8\\_All\\_Employee@epa.gov](mailto:R8_All_Employee@epa.gov)>  
Cc: Thomas, Deb <[thomas.debrah@epa.gov](mailto:thomas.debrah@epa.gov)>  
Subject: Employee Feedback

Hello All Region 8 Employees,

We are writing to let you know how much the managers and supervisors in Region 8 value and welcome your feedback. We kicked off the lobby campaign this week to remind you of the many opportunities to provide feedback, including the Employee Viewpoint Survey. The 2016 survey was sent to all EPA employees who were onboard as of January 1, 2016. If you have not seen the survey please check your junk and clutter boxes. The message was from Federal Employee Viewpoint Survey-EP ([evsep@opm.gov](mailto:evsep@opm.gov)) and the subject is 2016 Federal Employee Viewpoint Survey - Empowering Employees. Inspiring Change! We review the results of the survey every year and use the feedback to improve our workplace. A few of the recent changes driven in whole or in part by your past EVS feedback are: the new reassignment process (sometimes known as the Rodeo) which offers most jobs to R8 employees before opening them to other applicants; the new job swap program, which RLT is currently working on finalizing; and the Diversity and Inclusion Council, which is working on creating a more welcoming and engaging environment for all employees.

One way we have driven improvements in R8 is the MakeAChange team which is a partnership between management, the Union and Region 8 employees. This team's mission is to address employee input and find solutions to common areas of concern. Based on the FY15 EVS results, as well as a follow-up survey conducted by the team, MakeAChange proposed several areas for improvement. The SLT has prioritized two of these areas for initial focus: making our performance management system more effective; and increasing trust within the region, particularly between the SLT and employees. You will be seeing more in the months ahead regarding these efforts. The team will be measuring the success of these initiatives and proposing new ones as we move forward. For more information about this team and its efforts, visit the [MakeAChange@R8 page](#) on the 8net homepage.

We value your thoughts and comments all year and I encourage you to use any of the following methods for sharing your ideas and feedback:

- [Bright Ideas](#) – This is an idea-generated tool that encourages Region 8 employees to comment and “like” each other’s ideas. Management responds to all ideas that receive 30+ “likes.”
- [MakeAChange@R8](#) - Region 8 is dedicated to listening to its staff and

acting on areas of concern, need for improvements and celebrating successes. Please speak to any member of the team with any ideas you may have about how to make the region a better place to work.

- Wassup DRA – Sessions for teams with the DRA. Please contact Betsy Varcoe (303) 312-6532 to schedule.
- RA/DRA One-on-One Meetings – One-on-One employee meetings with Shaun McGrath or Deb Thomas. Please contact Betsy Varcoe (303) 312-6532 to schedule.

We are continuously working to make Region 8 a great place to work based on your feedback. Thank you for all the hard work that you do and for being part of the Region 8 team.

Shaun and Deb